

STATE OF NEW JERSEY

## SALARY DATA FOR STATE GOVERNMENT WORKFORCE

INTRODUCTION

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We are continuing to expand our reporting of salary data in this edition of the Workforce Profile. Employees earning below the average for State Government employees (\$46,075) account for over 54 percent of the full-time State Government workforce. The median salary is \$42,131. See Page 4 for a discussion of the computation and significance of average and median salaries. Additional information on salaries is included on Page 7 (by agency), and on Pages 46 and 47 (for union-represented employees).

A distribution of the entire State Government workforce by salary appears on the next page. We have retained the grouping by \$5,000 salary bands from last year's chart to maintain consistency and aid interpretation. The employees earning between \$30,000 and \$34,999 outnumber those whose earnings fall into any other \$5,000 salary interval, and employees earning from \$25,000 to \$39,999 account for about 39 percent of the State Government workforce and outnumber those whose earnings fall into any other \$15,000 interval. We have plotted average salaries for the past five years on Page 27. In addition to labeling each point on the curve with the average annual salary, we have computed the percentage change over the previous year.

Since 1995, we have excluded *per diem* employees from any analysis of average annual salaries. We also have excluded certain Commission and Board members such as those in the Department of Law and Public Safety's Division of Consumer Affairs, the Merit System Board, County Boards of Taxation, and the Labor Department's Board of Mediation, to name a few examples. These employees typically receive compensation based on attendance at meetings which are held intermittently, but are nonetheless categorized as "full-time" employees in the Department of Personnel's automated files.